

POSITION CLASSIFICATION FOR TEMPORARY POSITIONS AND PAY RATES
EFFECTIVE May 10, 2005

The four classifications contain benchmark jobs, which are not all inclusive. Rates are determined according to the job performed. Length of service and/or additional qualifications are not used to determine pay rate. The AD rate shall be set at the point of hire based on the primary duties of the position. Occasional or infrequent duties at a higher level do not justify a change in pay rate.

AD-1 Work required in this classification includes **camp crew member**, laborer, and tool attendant; or training to become a member of a crew assigned to incidents. **Pay rate is \$ 9.96 per hour and Overtime is \$14.49.**

AD-2 Work required in this classification involves:

- (a) Working alone, such as a security specialist, or working as a member of a crew, in the skilled use of hand tools and infrequent use of light power tools, such as trenchers, portable pumps, and chain saws (for cutting down logs, small trees, and so forth), or working as a swamper;
- (b) Performing work such as a warehouse worker, tool sharpener, operator of a light truck or car (up to and including 1 ton), or fueler;
- (c) Leading a small group (up to 15 people) of the next lower level, such as **camp crew squad boss**; (d) Performing fire prevention technician duties when regular employees are not available; or
- (e) Performing clerical duties such as time recorder, supply clerk, computer data entry recorder, dispatch recorder, or check-in recorder. **Pay rate is \$ 11.68 per hour and Overtime is \$17.52.**

AD-3 Work required in this classification involves performing work such as or comparable to:

- (a) Claims specialist, injury compensation specialist, commissary manager, weather observer, ordering manager, radio operator, vehicle dispatcher, truck driver (over 1 ton, and up to 4 tons; no commercial driver's license required) driver, or pump operator;
 - (b) Class A feller (operating chain saw full-time for cutting small trees up to 12 inches d.b.h.);
 - (c) Leader of a small group (up to 15 people) of the next lower level (such as squad boss of AD-2's) or a large group (over 15 people) of the next two lower levels (such as a camp crew boss).
- Pay rate is \$ 12.84 per hour and Overtime is \$19.26.**

AD-4 Work required in this classification involves performance of specialized work, or supervision of lower level workers. This includes work comparable to:

(a) Packer, Class B faller (operating chain saw full-time for cutting trees up to 24 inches d.b.h.), automotive and/or heavy equipment mechanic, head camp cook (approximately 40 people), truck driver (requiring a commercial driver's license) or tractor trailer type truck driver, operator (heavy equipment dozer, engine, or tractor/plow), incident communications technician, buying team member, payment team member, field observer; or

(b) Supervisor of a small group (up to 15 people) of the next lower level or a large group (over 15 people) of the next two lower levels (such as a crew boss over fire suppression crew).

Pay rate is \$ 14.60 per hour and Overtime is \$21.90.

AD-5 The AD-5 rates were established by the Southwest Interagency Coordination Group and will be used for those positions indicated. For positions not identified or requiring negotiation, an AD-5 rate not to exceed \$35 may be negotiated based on what the current emergency warrants. **Pay rate per attached position wage schedule effective May 10, 2006 is in effect.**

Whenever the scope of a current emergency warrants obtaining the services of individuals whose experience qualifies them to supervise or direct an operation, or to render a special service that exceeds the scope of the AD-4 definition, such as leader of a group of AD-4's, the appropriate agency hiring official is authorized to hire at established rates, not to exceed \$35 per hour. The rate appropriate for a specific skill shall be established at the point of hire and documented in the Remarks block of Form OF-288 (Emergency Firefighter Time Report). The NWCG Incident Business Practices Working Team (IBPWT) establishes rates for most AD-5 positions. Geographic Area Coordinating Groups may establish AD-5 rates for positions not listed and publish the rates in a geographic area supplement. If the casual is assigned to a different job skill, adjust the pay rate to the appropriate rate for that skill and document in the Remarks block of Form OF-288.

This authority to use higher pay rates at AD-5 may also be used to hire individuals with the type of skills defined in the classification for AD-4 where the local prevailing rate for the particular skill, or skills, so far exceeds the rates in the preceding paragraph B1 as to make it impossible to recruit individuals for the AD-4 rates. This authority does not extend to recruitment for the type of skills in AD-1, AD-2, and AD-3 classifications.

Exceptions to the AD-4 rates established in the Incident Position Matrix must be requested, justified, and approved in writing prior to hiring by the hiring unit, incident Agency Administrator (line officer), or their designee. The written justification and approval must be attached to the casual's original time record (OF-288) for payment use and must be made a part of the incident record. Geographic areas may publish exception rates in their geographic area supplement; the justification for the exception rate must be part of the supplement.

Individuals hired in a geographic area at an AD-4 rate who travel to another geographic area where an exception rate has been established shall not be promoted to the higher AD rate.

The Area Commander position, as well as Incident Commander and Deputy Incident Commander positions on National Incident Management Teams and Geographic Area Type II Teams are key positions and may only be filled by current agency employees.

Chart Correlating Positions in AD Pay Plan Rate 5 with Incident Command System (ICS)

Note: The ICS mnemonic position identifiers are in the left column.

ICS	POSITION TITLE	AD CLASS	AD-5 RATE	OVERTIME RATE
	COMMAND			
AREP	AGENCY REPRESENTATIVE	5	24	\$ 36.00
ICT1	INCIDENT COMMANDER TYPE 1	5	33	\$ 49.50
ICT2	INCIDENT COMMANDER TYPE 2	5	30	\$ 45.00
1CT3	INCIDENT COMMANDER TYPE 3	5	24	\$ 36.00
ICT4	INCIDENT COMMANDER TYPE 4	5	21	\$ 31.50
IOF1	INFORMATION OFFICER TYPE 1	5	29	\$ 43.50
IOF2	INFORMATION OFFICER TYPE 2	5	26	\$ 39.00
IOF3	INFORMATION OFFICER TYPE 3	5	21	\$ 31.50
LOFR	LIAISON OFFICER	5	26	\$ 39.00
SOF1	SAFETY OFFICER TYPE 1	5	29	\$ 43.50
SOF2	SAFETY OFFICER TYPE 2	5	26	\$ 39.00
SOF3	SAFETY OFFICER TYPE 3	5	21	\$ 31.50
				\$ -
	FINANCE			
COMP	COMP/CLAIMS UNIT LEADER	5	24	\$ 36.00
COST	COST UNIT LEADER	5	24	\$ 36.00
FSC1	FINANCE SECTION CHIEF TYPE 1	5	29	\$ 43.50
FSC2	FINANCE SECTION CHIEF TYPE 2	5	26	\$ 39.00
PROC	PROCUREMENT UNIT LEADER	5	24	\$ 36.00
TIME	TIME UNIT LEADER	5	24	\$ 36.00
				\$ -
	OPERATIONS			
ACAC	AREA COMMAND AVIATION COORD.	5	29	\$ 43.50
AERO	AERIAL OBSERVER	5	21	\$ 45.00
AOBD	AIR OPERATIONS BRANCH DIRECTOR	5	26	\$ 36.00
ASGS	AIR SUPPORT GROUP SUPERVISOR	5	24	\$ 36.00
ATCO	AIR TANKER/FIXED WING COORD.	5	24	\$ 36.00
ATGS	AIR TACTICAL GROUP SUPERVISOR	5	24	\$ 36.00
CREP	CREW REPRESENTATIVE	5	21	\$ 31.50
DIVS	DIVISION GROUP SUPERVISOR	5	24	\$ 36.00
FALC	FALLER CLASS C	5	24	\$ 36.00
FELB	FELLING BOSS	5	21	\$ 36.00
FIRB	FIRING BOSS	5	21	\$ 31.50
FWBM	FIXED WING BASE MANAGER	5	22	\$ 33.00
HCWN	HELICOPTER MANAGER, CWN	5	21	\$ 31.50
HEB1	HELIBASE MANAGER TYPE 1	5	24	\$ 36.00
HEB2	HELIBASE MANAGER TYPE 2	5	21	\$ 31.50
HELB	HELICOPTER BOSS, SINGLE RESOURCE	5	21	\$ 31.50
OPBS	OPERATIONS BRANCH DIRECTOR	5	30	\$ 45.00
OSC1	OPERATIONS SECTION CHIEF TYPE 1	5	29	\$ 43.50
OSC2	OPERATIONS SECTION CHIEF TYPE 2	5	26	\$ 39.00

ICS	POSITION TITLE	AD CLASS	AD-5 RATE	OVERTIME RATE
RAMP	RAMP MANAGER HELIBASE	5	21	\$ 31.50
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SECO	SEAT COORDINATOR	5	29	\$ 43.50
SEMG	SINGLE EMGINE A/T MANAGER	5	21	\$ 31.50
STCR	STRIKE TEAM LEADER CREW	5	21	\$ 31.50
STDZ	STRIKE TEAM LEADER DOZER	5	21	\$ 31.50
STEN	STRIKE TEAM LEADER ENGINE	5	21	\$ 31.50
STLM	STRIKE TEAM LEADER MILITARY	5	21	\$ 31.50
STPS	STRUCTURAL PROTECTION SPECIALIST	5	22	\$ 33.00
TFLD	TASK FORCE LEADER	5	21	\$ 31.50
				\$ -
	PLANNING			
ACPC	ASS. AREA COMMANDER , PLANNING	5	29	\$ 43.50
DMOB	DEMOBE UNIT LEADER	5	24	\$ 36.00
FBAN	FIRE BEHAVIOR ANALYST	5	24	\$ 36.00
FINV	FIRE INVESTIGATOR	5	24	\$ 36.00
LTAN	LONG TERM FIRE ANALYST	5	21	\$ 31.50
PSC1	PLANNING SECTION CHIEF TYPE 1	5	29	\$ 43.50
PSC2	PLANNING SECTION CHIEF TYPE 2	5	26	\$ 39.00
RESL	RESOURCE UNIT LEADER	5	24	\$ 36.00
SITL	SITUATION UNIT LEADER	5	24	\$ 36.00
TNSP	TRAINING SPECIALIST	5	21	\$ 31.50
	LOGISTICS			
ACLC	ASS. AREA COMMANDER, LOGISTICS	5	29	\$ 43.50
COML	COMUNICATIONS UNIT LEADER	5	24	\$ 36.00
FACL	FACILITIES UNIT LEADER	5	24	\$ 36.00
FDUL	FOOF UNIT LEADER	5	24	\$ 36.00
GSUL	GROUND SUPPORT UNIT LEADER	5	24	\$ 36.00
LSC1	LOGISTICS SECTION CHIEF TYPE 1	5	25	\$ 37.50
LSC2	LOGISTICS SECTION CHIEF TYPE 2	5	25	\$ 37.50
MEDL	MEDICAL UNIT LEADER	5	24	\$ 36.00
SUPL	SUPPLY UNIT LEADER	5	24	\$ 36.00
	COORDINATION AND SUPPORT			
ATBM	A/T BASE MANAGER	5	24	\$ 36.00
CORD	COORDINATION, EXPAND DISPATCH	5	26	\$ 39.00
CTSP	COMPUTER TECHNICAL SPECIALST	5	24	\$ 36.00
EDSD	SUPPORT DISPATCHER	5	21	\$ 31.50
EDSP	SUPERVISORY DISPATCHER	5	22	\$ 33.00
GMEC	MECHANIC (EQUIPMENT)	5	22	\$ 33.00
IBA1	INCIDENT BUSINESS ADVISOR TYPE 1	5	29	\$ 43.50
1BA2	INCIDENT BUSINESS ADVISOR TYPE 2	5	26	\$ 39.00
IBA3	INCIDENT BUSINESS ADVISOR TYPE 3	5	22	\$ 33.00
IADP	INITIAL ATTACK DISPATCHER	5	19	\$ 28.50
MXMS	MIXMASTER	5	21	\$ 31.50
THSP	AGENCY CREW COORDINATOR	5	22	\$ 33.00
THSP	GIS SPECIALST	5	21	\$ 31.50